1984-85 national faculty salary survey

BY discipline and rank in private colleges and universities

By
Richard D. Howe
M. L. Gilliam
Stephen S. Miller

CUPA

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COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036

In Conjunction With

APPALACHIAN STATE UNIVERSITY
BOONE, NORTH CAROLINA 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,200 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

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Richard D. Howe
Salary Survey Director
Appalachian State University
Boone, North Carolina
28608
(704-262-2124)

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaire to personnel officers in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University (OSU), to gather similar data, best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at OSU and the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar-type study, but with many more disciplines/program areas, was mounted for private colleges and universities with 299 participating. Subsequently, 353 private colleges and universities participated in 1983-84, and 451 participated this academic year, 1984-85. In all, over the period of three years (1982-83 through 1984-85), 612 private colleges and universities have participated in the CUPA national faculty salary surveys by discipline and rank. One hundred forty-seven (147) institutions have participated in each of the three years of the survey, and 247 institutions have participated in each of the past two years of the survey.

This 1984-85 survey of 451 private colleges and universities is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1984-85), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and several of the four- and six-digit areas. The results will be released at the beginning of each new year so that current data can be effectively used by line administrators in a timely fashion.

For the first time this year information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue and, in the future, provide important salary data with which to compare to institutions not having collective bargaining contracts.

Also, for the first time this year we are listing, in APPENDIX C, the names of all the participating institutions for each of the three years of the survey. We encourage institutions to participate each year so we can provide them with relevant trend data in addition to the special studies that can be requested for a nominal charge.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey effort attempts to address these needs by collecting data on 46 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 451 colleges and universities which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty compensation costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget, and FTE of students, an institution can request "special studies" comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special study data is aggregate data of 10 or more institutions with three or more data elements in each cell.

Also for the first time this year, those 147 institutions which have participated for each of the three years of the survey (1982-83, 1983-84, and 1984-85), and those 247 institutions which have participated for the last two years of the survey (1983-84 and 1984-85), may request salary trend studies by selected discipline(s) and/or by all listed disciplines comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, participating institutions this year may request, for a nominal fee, percentile rank (PR) studies which will provide any participating institution with both a percentile ranking for each discipline and each rank in each discipline in comparison to 10 or more other participating institutions. Most importantly, we will be able to provide participating institutions with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher percentile rank--e.g., from a 40 PR to a 50 PR. This application of percentile ranking, we believe, may become one of the most important and relevant aspects of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

SURVEY RESULTS

Methodology

This CUPA 1984-85 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated salary data for full-time faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy and/or by A Classification of Instructional Programs (CIP), 1981 (see APPENDIX A). (The survey results are found in APPENDIX B--The Data Tables.) Data for 42,568 faculty members at 451 private institutions (see APPENDIX C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and prequisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1984. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses:

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS and COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	39923	231 113	30816	256 126	25202	350 143	24285	51 43	19980	73 54	30099	910 199
HIGH SALARY	81000		46025		43143		37000		33653		81000	
LOW SALARY	19000		16812		14416		15000		10740		10740	
FAC MIX PCT	0.25		0.28		0.38		0.06		0.08		1.00	
SALARY FACTOR	1.06		1.08		1.08		1.07		1.09		1.04	

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

AVERAGE SALARY	33221	171 83	27429	249 113	21917	311 140	20676	56 44	17347	106 64	25287	837 189
HIGH SALARY	52000		40738		34786		32000		29468		52000	
LOW SALARY	19220		14250		14100		15000		8900		8900	
FAC MIX PCT	0.20		0.30		0.37		0.07		0.13		1.00	
SALARY FACTOR	0.88		0.96		0.94		0.91		0.94		0.87	

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat higher for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	910	199
C	837	189

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	39923	30816	25202	24285	19980	30099
C	33221	27429	21917	20676	17347	25287

3. High and Low Salaries. For every rank in BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS, and the "low salary" is also higher for every rank in BUSINESS ECONOMICS except at the ranks of PROFESSOR and NEW ASST PROF:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	81000	46025	43143	37000	33653	81000
C	52000	40738	34786	32000	29468	52000

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	19000	16812	14416	15000	10740	10740
C	19220	14250	14100	15000	8900	8900

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 25 percent of the faculty hold the rank PROFESSOR, compared with COMMUNICATIONS where 20 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF pecentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.25	.28	.38	.06	.08	1.00
C	.20	.30	.37	.07	.13	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.22	.50	.06	.22	1.00
PR	.40	.31	.25	.04	.04	1.00
AMF	.32	.30	.30	.04	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data, for example, show that in BUSINESS ECONOMICS (BE) the average salary of PROFESSOR is 6 percent above the average salary of all PROFESSORS from the reporting institutions and is 18 percent above the average salary of PROFESSORS in COMMUNICATIONS (C). The data show also that for every rank the average salary (salary factor), for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty.

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.06	1.08	1.08	1.07	1.09	1.04
C	0.88	0.96	0.94	0.91	0.94	0.87

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33084	19	6	27136	12	8	22657	23	12	24590	5	3	17878	3	2	26824	57	17
HIGH SALARY	56700			42700			37050			37050			23185			56700		
LOW SALARY	22210			19400			15300			18000			12500			12500		
FAC MIX PCT	0.33			0.21			0.40			0.09			0 05			1.00		
SALARY FACTOR	0.88			0.95			0.97			1.08			0.97			0.92		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN

AVERAGE SALARY	39774	94	16	30426	95	19	24440	68	18	23688	8	5	17851	3	2	32095	260	22
HIGH SALARY	60400			50000			37200			30000			20000			60400		
LOW SALARY	22900			15585			16853			17000			15000			15000		
FAC MIX PCT	0.36			0.37			0.26			0.03			0.01			1.00		
SALARY FACTOR	1.05			1.07			1.05			1.04			0 97			1.11		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES

AVERAGE SALARY	42469	52	16	31550	43	15	24258	37	16	19125	2	2	18720	1	1	33694	133	28
HIGH SALARY	66800			50727			34900			20750			18720			66800		
LOW SALARY	21600			16300			16110			17500			18720			16110		
FAC MIX PCT	0.39			0.32			0.28			0.02			0.01			1.00		
SALARY FACTOR	1.13			1.11			1.04			0.84			1.02			1.16		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES

AVERAGE SALARY	37268	776	261	28705	612	245	23695	523	219	20803	60	50	16300	86	47	30186	1997	330
HIGH SALARY	99999			87196			71872			29000			27909			99999		
LOW SALARY	17388			15660			12040			15298			10740			10740		
FAC MIX PCT	0.39			0.31			0.26			0.03			0.04			1.00		
SALARY FACTOR	0.99			1.01			1.02			0.92			0.89			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44433	401	90	33626	522	105	27581	583	133	27258	99	60	21452	156	64	32970	1662	165
HIGH SALARY	86920			55000			49004			44000			66000			86920		
LOW SALARY	18000			14000			13788			15000			10720			10720		
FAC MIX PCT	0.24			0.31			0.35			0.06			0.09			1.00		
SALARY FACTOR	1.18			1.18			1.19			1.20			1.17			1.14		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

AVERAGE SALARY	40518	168	82	32867	270	117	26829	350	155	27011	58	44	20738	89	51	30692	877	202
HIGH SALARY	86920			60500			73000			42000			50000			86920		
LOW SALARY	16000			12015			12075			16600			10740			10740		
FAC MIX PCT	0.19			0.31			0.40			0.07			0.10			1.00		
SALARY FACTOR	1.07			1.16			1.15			1.19			1.13			1.06		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM

AVERAGE SALARY	41010	293	106	32370	461	145	26098	546	177	27021	82	56	19973	138	71	30559	1438	222
HIGH SALARY	83578			59567			44000			43000			40000			83578		
LOW SALARY	11755			14250			9650			15720			8900			8900		
FAC MIX PCT	0.20			0.32			0.38			0.06			0.10			1.00		
SALARY FACTOR	1.09			1.14			1.12			1.19			1.09			1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS

AVERAGE SALARY	27070	8	6	23724	24	16	18729	50	29	20836	1	1	14998	44	17	18907	126	48
HIGH SALARY	41156			34905			35481			20836			22027			41156		
LOW SALARY	17532			14292			12912			20836			10740			10740		
FAC MIX PCT	0.06			0.19			0.40			0.01			0.35			1.00		
SALARY FACTOR	0.72			0.83			0.81			0.92			0.82			0.65		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39923	231	113	30816	256	126	25202	350	143	24285	51	43	19980	73	54	30099	910	199
HIGH SALARY	81000			46025			43143			37000			33653			81000		
LOW SALARY	19000			16812			14416			15000			10740			10740		
FAC MIX PCT	0.25			0.28			0.38			0.06			0.08			1.00		
SALARY FACTOR	1.06			1.08			1.08			1.07			1.09			1.04		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

AVERAGE SALARY	33221	171	83	27429	249	113	21917	311	140	20676	56	44	17347	106	64	25287	837	189
HIGH SALARY	52000			40738			34786			32000			29468			52000		
LOW SALARY	19220			14250			14100			15000			8900			8900		
FAC MIX PCT	0.20			0.30			0.37			0.07			0.13			1.00		
SALARY FACTOR	0.88			0.96			0.94			0.91			0.94			0.87		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES

AVERAGE SALARY	33260	11	9	29131	15	11	22999	57	26	23022	17	11	18078	19	12	24090	102	36
HIGH SALARY	46592			48396			30000			26800			26869			48396		
LOW SALARY	24000			18200			14264			17000			11250			11250		
FAC MIX PCT	0.11			0.15			0.56			0.17			0.19			1.00		
SALARY FACTOR	0.88			1.02			0.99			1.01			0.98			0.83		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

AVERAGE SALARY	40620	184	93	32058	253	121	26708	427	184	26958	82	59	21356	154	98	29742	1018	249
HIGH SALARY	90000			62670			40500			40000			35500			90000		
LOW SALARY	16699			14233			10550			12375			10740			10550		
FAC MIX PCT	0.18			0.25			0.42			0.08			0.15			1.00		
SALARY FACTOR	1.08			1.13			1.15			1.19			1.16			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33510	469	157	26955	548	172	21675	462	174	20510	40	35	18600	121	58	26720	1600	242
HIGH SALARY	67500			49800			36006			31600			35100			67500		
LOW SALARY	15450			15535			12850			14750			8808			8808		
FAC MIX PCT	0.29			0.34			0.29			0.03			0.08			1.00		
SALARY FACTOR	0.89			0.95			0.93			0.90			1.01			0.92		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS

AVERAGE SALARY	29625	130	68	25306	159	72	20788	138	80	19581	11	11	17062	38	26	24499	465	124
HIGH SALARY	67096			40350			33450			25000			22340			67096		
LOW SALARY	18900			14250			14053			15495			10740			10740		
FAC MIX PCT	0.28			0.34			0.30			0.02			0.08			1.00		
SALARY FACTOR	0.79			0.89			0.89			0.86			0.93			0.84		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION

AVERAGE SALARY	35948	20	11	25332	34	16	21583	25	12				21347	8	3	26329	87	24
HIGH SALARY	48160			34026			28000						25500			48160		
LOW SALARY	19070			17280			15720						10740			10740		
FAC MIX PCT	0.23			0.39			0.29						0.09			1.00		
SALARY FACTOR	0.95			0.89			0.93						1.16			0.91		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION

AVERAGE SALARY	34527	35	18	26681	68	30	21249	49	29	19066	6	6	16754	28	17	25184	180	56
HIGH SALARY	49660			36090			29967			26000			25000			49660		
LOW SALARY	19800			16825			14800			14800			10740			10740		
FAC MIX PCT	0.19			0.38			0.27			0.03			0.16			1.00		
SALARY FACTOR	0.92			0.94			0.91			0.84			0.91			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34043.	24	14	27606	26	16	22117	23	15	19500	4	4	17084	5	5	27293	78	27
HIGH SALARY	44953			38100			27093			22000			22000			44953		
LOW SALARY	20950			21346			12698			16000			13600			12698		
FAC MIX PCT	0.31			0.33			0.29			0.05			0.06			1.00		
SALARY FACTOR	0.90			0.97			0.95			0.86			0.93			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

AVERAGE SALARY	36393	40	14	28404	37	17	25543	12	9	16300	1	1	19633	6	1	30852	95	23
HIGH SALARY	58600			42100			35100			16300			26500			58600		
LOW SALARY	19800			18732			16300			16300			18732			16300		
FAC MIX PCT	0.42			0.39			0.13			0.01			0.06			1.00		
SALARY FACTOR	0.96			1.00			1.10			0.72			1.07			1.06		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

AVERAGE SALARY	28436	5	4	26063	13	12	19606	24	18	18767	3	3	14833	11	7	21032	53	30
HIGH SALARY	30767			36300			34000			21000			17630			36300		
LOW SALARY	25380			16970			13700			16300			12406			12406		
FAC MIX PCT	0.09			0.25			0.45			0.06			0.21			1.00		
SALARY FACTOR	0.75			0.92			0.84			0.83			0.81			0.73		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

AVERAGE SALARY	32154	205	109	26389	364	171	21740	450	192	20302	30	23	18518	304	131	23892	1323	261
HIGH SALARY	60000			49800			38330			34000			48500			60000		
LOW SALARY	19080			14688			9650			13000			10740			9650		
FAC MIX PCT	0.15			0.28			0.34			0.02			0.23			1.00		
SALARY FACTOR	0.85			0.93			0.93			0.89			1.01			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47353	1263	61	35792	776	60	30837	627	58	30309	103	36	22586	71	28	39649	2737	68
HIGH SALARY	95400			52560			39100			54000			38200			95400		
LOW SALARY	19220			23100			16998			19320			13000			13000		
FAC MIX PCT	0.46			0.28			0.23			0.04			0.03			1.00		
SALARY FACTOR	1.26			1.26			1.33			1.33			1.23			1.37		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

AVERAGE SALARY	34398	164	39	26884	222	59	22096	199	58	21251	24	14	17680	44	26	26684	629	84
HIGH SALARY	56800			42190			35600			28000			23600			56800		
LOW SALARY	19800			16930			14000			14000			10740			10740		
FAC MIX PCT	0.26			0.35			0.32			0.04			0.07			1.00		
SALARY FACTOR	0.91			0.95			0.95			0.94			0.96			0.92		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

AVERAGE SALARY	33854	294	135	26129	376	167	21132	349	159	19619	32	28	17504	78	45	25996	1097	243
HIGH SALARY	74165			52910			30775			25000			25362			74165		
LOW SALARY	14600			14175			11658			15000			10740			10740		
FAC MIX PCT	0.27			0.34			0.32			0.03			0.07			1.00		
SALARY FACTOR	0.90			0.92			0.91			0.86			0.95			0.90		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

AVERAGE SALARY	32171	526	197	25043	527	201	20678	521	217	19470	43	34	17366	138	81	25285	1712	293
HIGH SALARY	71400			42000			35420			26000			39825			71400		
LOW SALARY	15300			13875			12150			14493			10556			10556		
FAC MIX PCT	0.31			0.31			0.30			0.03			0.08			1.00		
SALARY FACTOR	0.85			0.88			0.89			0.86			0.94			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34814	134	78	26301	152	91	21715	212	112	19415	28	25	17900	70	51	25562	568	175
HIGH SALARY	67415			42190			32425			27000			29397			67415		
LOW SALARY	20400			15485			13547			13547			11700			11700		
FAC MIX PCT	0.24			0.27			0.37			0.05			0.12			.00		
SALARY FACTOR	0.92			0.93			0.93			0.86			0.97			0.88		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

AVERAGE SALARY	35278	543	201	27173	658	221	21797	631	210	19964	90	58	17844	138	78	27031	1970	307
HIGH SALARY	70000			44760			37458			27800			30500			70000		
LOW SALARY	16125			10500			10938			12000			11000			10500		
FAC MIX PCT	0.28			0.33			0.32			0.05			0.07			1.00		
SALARY FACTOR	0.94			0.96			0.94			0.88			0.97			0.93		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING

AVERAGE SALARY	33722	97	57	26832	387	103	21684	872	137	21463	99	59	17882	389	91	22647	1745	144
HIGH SALARY	61560			45550			39000			35000			29260			61560		
LOW SALARY	19220			16452			13800			14750			6750			6750		
FAC MIX PCT	0.06			0.22			0.50			0.06			0.22			1.00		
SALARY FACTOR	0.89			0.94			0.93			0.95			0.97			0.78		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY

AVERAGE SALARY	35611	26	16	28127	39	22	22825	38	22	22354	6	6	19620	18	14	26804	121	33
HIGH SALARY	46620			43500			30206			24000			29050			46620		
LOW SALARY	23805			13610			16526			19125			12500			12500		
FAC MIX PCT	0.21			0.32			0.31			0.05			0.15			1.00		
SALARY FACTOR	0.94			0.99			0.98			0.98			1.07			0.92		

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32652	22	15	24240	69	35	20968	109	49	20975	7	6	17643	40	28	22425	240	66
HIGH SALARY	42472			38000			30400			28500			24194			42472		
LOW SALARY	22335			17508			13610			15800			12595			12595		
FAC MIX PCT	0.09			0.29			0.45			0.03			0.17			1.00		
SALARY FACTOR	0.87			0.85			0.90			0.92			0.96			0.77		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

AVERAGE SALARY	34741	920	252	26631	791	245	21452	703	224	19092	99	73	17170	207	96	27341	2621	300
HIGH SALARY	90000			44900			33500			26895			28250			90000		
LOW SALARY	14262			15375			12375			13500			11225			11225		
FAC MIX PCT	0.35			0.30			0.27			0.04			0.08			1.00		
SALARY FACTOR	0.92			0.94			0.92			0.84			0.93			0.94		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION

AVERAGE SALARY	33231	737	258	26545	574	232	21650	455	203	19976	69	51	17060	67	55	27671	1833	342
HIGH SALARY	68468			46275			34250			27100			22500			68468		
LOW SALARY	14625			14500			14500			15000			10740			10740		
FAC MIX PCT	0.40			0.31			0.25			0.04			0.04			1.00		
SALARY FACTOR	0.88			0.93			0.93			0.88			0.93			0.95		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES

AVERAGE SALARY	37202	29	15	26911	65	40	21240	92	41	22284	4	4	17100	36	23	24314	222	55
HIGH SALARY	50250			42400			32500			27237			24200			50250		
LOW SALARY	21434			16000			12273			17500			12254			12254		
FAC MIX PCT	0.13			0.29			0.41			0.02			0.16			1.00		
SALARY FACTOR	0.99			0.95			0.91			0.98			0.93			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39125	749	230	28166	669	258	22891	677	243	22579	115	85	17886	237	134	29109	2332	364
HIGH SALARY	95000			46600			40000			32000			35000			95000		
LOW SALARY	10868			14000			10550			15000			10740			10550		
FAC MIX PCT	0.32			0.29			0.29			0.05			0.10			1.00		
SALARY FACTOR	1.04			0.99			0.98			0.99			0.97			1.00		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

AVERAGE SALARY	41927	177	30	27559	73	30	24756	92	27	24621	11	6	19764	34	13	32932	376	56
HIGH SALARY	74500			41500			42000			42000			42000			74500		
LOW SALARY	19083			15100			13970			18330			10740			10740		
FAC MIX PCT	0.47			0.19			0.24			0.03			0.09			1.00		
SALARY FACTOR	1.11			0.97			1.06			1.08			1.07			1.14		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS

AVERAGE SALARY	41385	623	160	29217	272	150	24216	223	122	22998	36	32	22067	34	27	34618	1152	245
HIGH SALARY	74000			46450			35000			33000			55000			74000		
LOW SALARY	19440			14700			15720			16000			10740			10740		
FAC MIX PCT	0.54			0.24			0.19			0.03			0.03			1.00		
SALARY FACTOR	1.10			1.03			1.04			1.01			1.20			1.19		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

AVERAGE SALARY	38067	772	270	27151	402	223	22817	343	190	22274	57	43	16199	44	32	31288	1561	340
HIGH SALARY	85500			43528			46800			31000			21000			85500		
LOW SALARY	18360			14166			14292			15000			10740			10740		
FAC MIX PCT	0.49			0.26			0.22			0.04			0.03			1.00		
SALARY FACTOR	1.01			0.95			0.98			0.98			0.88			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	42398	152	51	31330	76	36	25024	72	40	22222	9	9	20537	9	8	34990	309	67
HIGH SALARY	71500			42400			34400			32500			26560			71500		
LOW SALARY	19608			19000			16400			19500			13100			13100		
FAC MIX PCT	0.49			0.25			0.23			0.03			0.03			1.00		
SALARY FACTOR	1.12			1.10			1.08			0.98			1.12			1.21		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	36275	596	223	27089	600	254	21534	486	233	20998	68	57	16911	54	41	28371	1736	342
HIGH SALARY	98500			47339			36075			26500			24912			98500		
LOW SALARY	16667			16000			14018			16000			10740			10740		
FAC MIX PCT	0.34			0.35			0.28			0.04			0.03			1.00		
SALARY FACTOR	0.96			0.95			0.93			0.92			0.92			0.98		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

AVERAGE SALARY	40757	332	64	27587	271	81	23070	306	82	21958	32	20	16051	49	24	30118	958	122
HIGH SALARY	85500			45491			36000			28000			24800			85500		
LOW SALARY	15750			13650			9650			14000			8900			8900		
FAC MIX PCT	0.35			0.28			0.32			0.03			0.05			1.00		
SALARY FACTOR	1.08			0.97			0.99			0.97			0.87			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

AVERAGE SALARY	40202	77	30	29377	82	47	23094	78	37	21508	8	8	15316	5	5	30506	242	70
HIGH SALARY	66200			40400			30300			23750			16288			66200		
LOW SALARY	22270			17280			15627			18000			14460			14460		
FAC MIX PCT	0.32			0.34			0.32			0.03			0.02			1.00		
SALARY FACTOR	1.07			1.03			0.99			0.95			0.83			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35228	735	268	27331	506	225	21774	342	193	20200	56	48	17943	32	25	29562	1615	342
HIGH SALARY	82000			52441			33700			26895			26708			82000		
LOW SALARY	17095			15515			13050			14500			10740			10740		
FAC MIX PCT	0.46			0.31			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.93			0.96			0.94			0.89			0.98			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	35263	41	21	28892	30	17	23142	29	18	22500	6	3	16708	5	3	29211	105	31
HIGH SALARY	51000			34887			26300			25000			22460			51000		
LOW SALARY	22003			18540			18500			19000			10740			10740		
FAC MIX PCT	0.39			0.29			0.28			0.06			0.05			1.00		
SALARY FACTOR	0.93			1.02			1.00			0.99			0.91			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE

AVERAGE SALARY	38281	369	156	27989	331	168	22262	303	151	21172	40	29	17847	48	38	29488	1051	250
HIGH SALARY	71000			43830			32625			26400			23750			71000		
LOW SALARY	19474			16452			14652			17000			10740			10740		
FAC MIX PCT	0.35			0.31			0.29			0.04			0.05			1.00		
SALARY FACTOR	1.02			0.98			0.96			0.93			0.97			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

AVERAGE SALARY	36077	299	144	26617	365	199	21479	340	192	20176	32	30	17737	61	41	27124	1065	293
HIGH SALARY	75000			40000			31577			25000			34000			75000		
LOW SALARY	17900			14720			13520			14500			10740			10740		
FAC MIX PCT	0.28			0.34			0.32			0.03			0.06			1.00		
SALARY FACTOR	0.96			0.94			0.92			0.89			0.96			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32729	424	92	27026	329	94	21942	249	94	20890	37	31	17824	63	34	27563	1065	130
HIGH SALARY	61036			49125			41697			27000			31623			61036		
LOW SALARY	12135			10449			8764			16000			11200			8764		
FAC MIX PCT	0.40			0.31			0.23			0.03			0.06			1.00		
SALARY FACTOR	0.87			0.95			0.94			0.92			0.97			0.95		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES

AVERAGE SALARY	35614	57	14	28481	67	18	23057	71	22	24200	3	3	19328	13	8	28012	208	31
HIGH SALARY	67000			37800			29900			27000			24600			67000		
LOW SALARY	19845			16978			14400			20000			12403			12403		
FAC MIX PCT	0.27			0.32			0.34			0.01			0.06			1.00		
SALARY FACTOR	0.94			1.00			0.99			1.07			1.05			0.97		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	37715	13494		28431	12770		23253	12927		22705	1730		18386	3377		29005	42568	
HIGH SALARY	99999			87196			73000			54000			66000			99999		
LOW SALARY	10868			10449			8764			12000			6750			6750		
FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85
Abilene Christian University (TX)		*	*
Adelphi University (NY)	*		**
Adrian College (MI)		*	
Agnes Scott College (GA)			*
Alabama Christian College (AL)	*		
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*
Albion College (MI)		*	
Alderson-Broaddus College (WV)		*	*
ALFRED UNIVERSITY (NY)	*	*	*
Allentown College of St. Francis de Sales (PA)	*		*
ALMA COLLEGE (MI)	*	*	*
ALVERNO COLLEGE (WI)	*	*	*
American College (PA)		*	*
American Graduate School of International Management (AR)	*		*
American Technological University (TX)	*		*
AMERICAN UNIVERSITY, THE (DC)	*	*	*
Amherst College (MA)			*
Andover Newton Theological School (MA)			*
ANNA MARIA COLLEGE (MA)	*	*	*
Appalachian Bible College (WV)			*
AQUINAS COLLEGE (MI)	*	*	*
Arkansas College (AR)		*	*
Art Academy of Cincinatti (OH)			*
Asbury College (KY)		*	*
Assumption College (MA)		*	
Atlanta University, The (GA)			*
Atlantic Christian College (NC)	*		
Augsburg College (MN)		*	*
Augustana College (IL)			*
Augustana College (SD)	*	*	
AURORA COLLEGE (IL)	*	*	*
Austin College (TX)			*
Austin Presbyterian Theological Seminary (TX)			*
AVERETT COLLEGE (VA)	*	*	*
AVILA COLLEGE (MO)	*	*	*
AZUSA PACIFIC UNIVERSITY (CA)	*	*	*
BABSON COLLEGE (MA)	*	*	*

Those institutions listed above in CAPITAL LETTERS have participated in each of the three years of the survey--a total of 147.

**The "double star" symbol notes those participating institutions which have collective bargaining contracts (CBC) with their faculties. Even though many of the participating institutions may have had CBC previously, this information was not requested until this year's survey--a total of 18.

Participating Institutions (continued):	82-83	83-84	84-85
Baker University (KS)	*		*
Baptist College at Charleston (SC)			*
Bard College (NY)		*	**
Barnard College (NY)	*	*	
Barrington College (RI)		*	
BARRY UNIVERSITY (FL)	*	*	*
Beaver College (PA)		*	*
Bellarmine College (KY)	*	*	
Beloit College (WI)		*	
Benedict College (SC)	*		*
Benedictine College (KS)		*	*
BENNETT COLLEGE (NC)	*	*	*
BENTLEY COLLEGE (MA)	*	*	*
Berkshire Christian College (MA)			*
Berry College (GA)	*		
Bethany College (KS)		*	*
Bethany Nazarene College (OK)		*	*
Bethany Theological Seminary (IL)			*
Bethel College (IN)		*	
Bethel College (KS)	*	*	
Bethel College (TN)		*	
Bethel College and Seminary (MN)		*	
BETHUNE-COOKMAN COLLEGE (FL)	*	*	*
BIOLA UNIVERSITY (CA)	*	*	*
Birmingham Southern College (AL)		*	*
BISHOP COLLEGE (TX)	*	*	*
Blackburn College (IL)		*	
Bloomfield College (NJ)	*	*	
BLUFFTON COLLEGE (OH)	*	*	*
Boricua College (NY)		*	
Boston College (MA)		*	*
Boston University (MA)	*	*	
BRADLEY UNIVERSITY (IL)	*	*	*
Briar Cliff College (IA)	*		*
BRIDGEWATER COLLEGE (VA)	*	*	*
Brigham Young University (UT)			*
Bryan College (TN)	*		
Bryant College (RI)		*	**
Bryn Mawr College (PA)		*	*
BUCKNELL UNIVERSITY (PA)	*	*	*
Buena Vista College (IA)			*
Butler University (IN)		*	*
California Baptist College (CA)	*	*	
California Lutheran College (CA)			*
California School of Professional Psychology (CA)			*
Calvin College (MI)	*		*
Campbellsville College (KY)			*
CANISIUS COLLEGE (NY)	*	*	*
Capital Institute of Technology (MD)			*

Participating Institutions (continued):	82-83	83-84	84-85
CAPITAL UNIVERSITY (OH)	☆	☆	☆
Carnegie-Mellon University (PA)	☆		☆
Carroll College (MT)		☆	☆
Carroll College (WI)			☆
Case Western Reserve University (OH)			☆
Catawba College (NC)		☆	☆
Catholic Theological Union at Chicago (IL)			☆
Catholic University of America, The (DC)			☆
Catholic University of Puerto Rico (PR)	☆		☆
CEDAR CREST COLLEGE (PA)	☆	☆	☆
CEDARVILLE COLLEGE (OH)	☆	☆	☆
Centenary College (NJ)	☆	☆	
Center for Creative Studies-College of Art & Design (MI)	☆		
Central College (IA)	☆	☆	
Central University of Iowa (IA)			☆
Central Wesleyan College (SC)		☆	
CHAMINADE UNIVERSITY OF HONOLULU (HI)	☆	☆	☆
Chapman College (CA)			☆
Christian Brothers College (TN)		☆	☆
Christian Theological Seminary (IN)			☆
Claflin College (SC)			☆
Claremont Graduate School (CA)			☆
Claremont McKenna College (CA)			☆
Clark College (GA)			☆☆
CLARK UNIVERSITY (MA)	☆	☆	☆
Clarke College (IA)	☆		☆
Clarkson University (NY)	☆		☆
Coe College (IA)		☆	
Cogswell Polytechnical College (CA)		☆	☆
Coker College (SC)			☆
Colby College (ME)	☆		
COLGATE UNIVERSITY (NY)	☆	☆	☆
College of Great Falls (MT)		☆	☆
College of Idaho (ID)		☆	☆
COLLEGE MISERICORDIA (PA)	☆	☆	☆
College of Mount Saint Vincent (NY)		☆	☆
College of Mount St. Joseph (OH)	☆		☆
College of New Rochelle (NY)		☆	☆
COLLEGE OF NOTRE DAME (CA)	☆	☆	☆
College of Saint Benedict (MN)			☆
College of Saint Elizabeth (NJ)		☆	☆
COLLEGE OF SAINT ROSE, THE (NY)	☆	☆	☆
College of Saint Teresa (MN)	☆		☆
College of St. Catherine (MN)	☆		☆
College of St. Joseph, The Provider (VT)			☆
COLLEGE OF ST. SCHOLASTICA (MN)	☆	☆	☆
COLLEGE OF THE HOLY CROSS (MA)	☆	☆	☆
College of the Ozarks (AR)		☆	
COLLEGE OF WOOSTER, THE (OH)	☆	☆	☆
Columbia Bible College (SC)	☆		☆

Participating Institutions (continued):	82-83	83-84	84-85
Columbia Christian College (OR)			*
COLUMBIA COLLEGE (MO)	*	*	*
Columbia College (SC)		*	
Columbia University in the City of New York (NY)			*
Concordia College (MI)		*	*
Concordia College (MN)	*		*
Concordia College (NY)			*
Concordia College (OR)			*
Concordia College (WI)			*
Concordia Seminary (MO)	*		*
Converse College (SC)	*		*
Cooper Union for the Advancement of Science and Art (NY)		*	*
Cornell College (IA)			*
Cornell University (NY)			*
Covenant College (TN)			*
CREIGHTON UNIVERSITY (NE)	*	*	*
Culver-Stockton College (MO)		*	
Curry College (MA)		*	*
Dakota Wesleyan University (SD)	*		
Dallas Baptist College (TX)			*
Dallas Theological Seminary (TX)	*		*
Dartmouth College (NH)		*	
David Lipscomb College (TN)			*
DAVIS AND ELKINS COLLEGE (WV)	*	*	*
DEFIANCE COLLEGE, THE (OH)	*	*	*
DEPAUL UNIVERSITY (IL)	*	*	*
DePauw University (IN)		*	*
De Sales School of Theology (DC)			*
DICKINSON COLLEGE (PA)	*	*	*
Divine Word College (IA)			*
Doane College (NE)	*	*	
Dominican College of San Rafael (CA)		*	
Don Bosco College (NJ)		*	
DORDT COLLEGE, INC. (IA)	*	*	*
Dowling College (NY)	*		
DRAKE UNIVERSITY (IA)	*	*	*
DREW UNIVERSITY (NJ)	*	*	*
Drury College (MO)	*		
Duke University (NC)			**
DUQUESNE UNIVERSITY (PA)	*	*	*
D'YOUVILLE COLLEGE (NY)	*	*	**
EAST TEXAS BAPTIST UNIVERSITY (TX)	*	*	*
Eastern College (PA)		*	
Eastern Mennonite College (VA)			*
ECKERD COLLEGE (FL)	*	*	*
Eden Theological Seminary (MO)			*
Edward Waters College (FL)	*		
Elmhurst College (IL)		*	*
Elmira College (NY)	*		*

Participating Institutions (continued):	82-83	83-84	84-85
Elms College (MA)		*	*
Elon College (NC)		*	*
Embry-Riddle Aeronautical University (FL)			*
Emerson College (MA)			**
Emmanuel College (MA)		*	
EMORY & HENRY COLLEGE (VA)	*	*	*
Episcopal Divinity School (MA)			*
Erskine College (SC)		*	*
Evangel College (MO)	*	*	
Fairfield University (CT)			*
FERRUM COLLEGE (VA)	*	*	*
Findlay College (OH)	*	*	
Flagler College (FL)			*
FONTBONNE COLLEGE (MO)	*	*	*
Fordham University (NY)		*	*
Fort Wayne Bible College (IN)	*		*
Franklin and Marshall College (PA)		*	*
FRANKLIN COLLEGE OF INDIANA (IN)	*	*	*
Franklin Pierce College (NH)			**
FURMAN UNIVERSITY (SC)	*	*	*
Gallaudet College (DC)	*		*
Gannon University (PA)	*	*	
Garrett-Evangelical Theological Seminary (IL)			*
Geneva College (PA)		*	*
Georgetown College (KY)	*		*
GEORGETOWN UNIVERSITY (DC)	*	*	*
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*
GEORGE WILLIAMS COLLEGE (IL)	*	*	*
Georgian Court College (NJ)	*		*
GMI Engineering & Management Institute (MI)			*
Gonzaga University (WA)		*	*
Gordon College (MA)	*		*
Gordon-Conwell Theological Seminary (MA)			*
GOSHEN COLLEGE (IN)	*	*	*
GOUCHER COLLEGE (MD)	*	*	*
Grace Bible College (MI)			*
Grace College of the Bible (NE)			*
Grace College & Theological Seminary (IN)			*
Grace Schools, Inc. (IN)	*		
GRACELAND COLLEGE (IA)	*	*	*
Grand View College (IA)			*
Gratz College (PA)			**
Greensboro College (NC)		*	
Guilford College (NC)		*	*
Gulf Coast Bible College (TX)			*
Gwenedd-Mercy College (PA)	*		
Hahnemann University (PA)			*
Hamilton College (NY)	*		
Hamline University (MN)	*	*	
Hampshire College (MA)	*		
Hampton Institute (VA)	*		
HANOVER COLLEGE (IN)	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85
Hartford Seminary (CT)			☆
HARTWICK COLLEGE (NY)	☆	☆	☆
Hastings College (NE)	☆		
Haverford College (PA)	☆		☆
Hawaii Loa College (HI)		☆	
HEIDELBERG COLLEGE (OH)	☆	☆	☆
HIGH POINT COLLEGE (NC)	☆	☆	☆
Hiram College (OH)	☆		
Hollins College Corp. (VA)			☆
Holy Family College (PA)	☆		
HOOD COLLEGE (MD)	☆	☆	☆
HOPE COLLEGE (MI)	☆	☆	☆
Howard Payne University (TX)		☆	
HUNTINGTON COLLEGE (IN)	☆	☆	☆
HUSSON COLLEGE (ME)	☆	☆	☆
Huston-Tillotson College (TX)		☆	☆
ILLINOIS BENEDICTINE COLLEGE (IL)	☆	☆	☆
Illinois College (IL)		☆	☆
Illinois College of Optometry (IL)	☆		
Illinois Institute of Technology (IL)			☆
IMMACULATA COLLEGE (PA)	☆	☆	☆
Inter American University of Puerto Rico -Metropolitan Campus (PR)		☆	
Inter American University of Puerto Rico at San German (PR)			☆
Inter American University of Puerto Rico at San Juan (PR)			☆
IONA COLLEGE (NY)	☆	☆	☆
ITHACA COLLEGE (NY)	☆	☆	☆
Jacksonville University (FL)	☆	☆	
Jarvis Christian College (TX)		☆	
Jesuit School of Theology at Berkeley (CA)			☆
JOHN B. STETSON UNIVERSITY (FL)	☆	☆	☆
John Brown University (AR)		☆	
JOHN CARROLL UNIVERSITY (OH)	☆	☆	☆
Johns Hopkins University (MD)		☆	
Johnson C. Smith University (NC)		☆	☆
Judson College (IL)		☆	☆
Kalamazoo College (MI)	☆		☆
Kansas Wesleyan (KS)		☆	☆
Kentucky Wesleyan College (KY)	☆	☆	
Kenyon College (OH)		☆	☆
Keuka College (NY)		☆	
King College (TN)			☆
KING'S COLLEGE (PA)	☆	☆	☆
LAFAYETTE COLLEGE (PA)	☆	☆	☆
LAGRANGE COLLEGE (GA)	☆	☆	☆
LAKELAND COLLEGE (WI)	☆	☆	☆
LAMBUTH COLLEGE (TN)	☆	☆	☆
Lancaster Bible College (PA)			☆
LA ROCHE COLLEGE (PA)	☆	☆	☆
Lebanon Valley College (PA)			☆

Participating Institutions (continued):	82-83	83-84	84-85
Lehigh University (PA)	*		
Le Moyne College (NY)			*
LE TOURNEAU COLLEGE (TX)	*	*	*
Lewis & Clark College (OR)			*
Lewis University (IL)	*		
Liberty Baptist College & Schools (VA)		*	
Limestone College (SC)		*	
LINCOLN MEMORIAL UNIVERSITY (TN)	*	*	*
Linfield College (OR)	*		*
Loma Linda University (CA)	*	*	
Long Island University (NY)			**
Loras College (IA)			*
Loretto Heights College (CO)		*	
Louisville Presbyterian Theological Seminary (KY)			*
LOYOLA COLLEGE (MD)	*	*	*
Loyola Marymount University (CA)		*	
Lubbock Christian College (TX)		*	*
LUTHER COLLEGE (IA)	*	*	*
LYCOMING COLLEGE (PA)	*	*	*
Lynchburg College (VA)		*	*
Macalester College (MN)			*
Mac Murray College (IL)		*	
MALONE COLLEGE (OH)	*	*	*
Manhattan Christian College (KS)			*
Manhattan College (NY)			*
Manhattanville College (NY)		*	*
Marion College (IN)			*
MARIST COLLEGE (NY)	*	*	*
Mars Hill College (NC)	*		
MARY BALDWIN COLLEGE (VA)	*	*	*
Marygrove College (MI)	*		
Maryknoll School of Theology (NY)			*
MARYMOUNT COLLEGE (NY)	*	*	*
MARYMOUNT MANHATTAN COLLEGE (NY)	*	*	*
MARYVILLE COLLEGE (MO)	*	*	*
MARYVILLE COLLEGE (TN)	*	*	*
MARYWOOD COLLEGE (PA)	*	*	*
Massachusetts Institute of Technology (MA)			*
McKendree College (IL)	*		*
McMurray College (TX)	*		
McPherson College (KS)		*	*
Medical College of Wisconsin (WI)	*		
Mennonite Brethren Biblical Seminary (CA)			*
Mercer University (GA)			*
Mercy College (NY)		*	
MERCY COLLEGE OF DETROIT (MI)	*	*	*
Mercyhurst College (PA)			*
Meredith College (NC)	*	*	
MERRIMACK COLLEGE (MA)	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85
Mid-America Nazarene College (KS)	*		
Midland Lutheran College (NE)	*		
MILLIKIN UNIVERSITY (IL)	*	*	*
Mills College (CA)		*	
Milwaukee School of Engineering (WI)			*
Minneapolis College of Art and Design (MN)	*		*
Minnesota Bible College (MN)			*
Missouri Baptist College (MO)			*
Molloy College (NY)	*	*	
Monmouth College (NJ)	*	*	
MORAVIAN COLLEGE (PA)	*	*	*
Morningside College (IA)		*	
Morris Brown College (GA)	*	*	
MOUNT MARTY COLLEGE (SD)	*	*	*
Mount Mary College (WI)	*	*	
Mount Mercy College (IA)	*	*	*
Mount Saint Clare College (IA)		*	*
Mount Saint Mary's College (MD)		*	*
Mount Senario College (WI)		*	*
Mount St. Mary's College (CA)	*		
MOUNT VERNON COLLEGE (DC)	*	*	*
Mundelein College (IL)	*	*	
Muskingum College (OH)		*	
Nazarene Theological Seminary (MO)			*
NAZARETH COLLEGE AT KALAMAZOO (MI)	*	*	*
Nazareth College of Rochester (NY)		*	*
Nebraska Wesleyan University (NE)	*		
Neumann College (PA)		*	*
Newberry College (SC)		*	*
New Brunswick Theological Seminary (NJ)			*
New England College (NH)			*
Nichols College (MA)			*
North Carolina Wesleyan College (NC)	*	*	
North Central College (IL)		*	*
Northeastern University (MA)			*
NORTH PARK COLLEGE (IL)	*	*	*
Northrop University (CA)			*
Northwestern College (IA)		*	*
NORTHWESTERN COLLEGE (MN)	*	*	*
Northwestern University (IL)		*	
Norwich University (VT)		*	
Notre Dame College (NH)	*		*
Notre Dame College of Ohio (OH)			*
Oakwood College (AL)			*
Oglethorpe University (GA)	*		
Ohio Dominican College (OH)	*		*
Ohio Northern University (OH)		*	
OKLAHOMA BAPTIST UNIVERSITY (OK)	*	*	*
Oklahoma Christian College (OK)		*	*
Olivet College (MI)			*
Olivet Nazarene College (IL)	*		
Open Bible College (IA)			*
Ottawa University (KS)		*	

Participating Institutions (continued):	82-83	83-84	84-85
Otterbein College (OH)		*	*
Our Lady of Holy Cross College (LA)		*	*
Our Lady of the Lake University (TX)	*		
Pacific Lutheran University (WA)	*		
Pacific University, College of Arts and Sciences (OR)	*		
Paine College (GA)	*		
Palm Beach Atlantic College (FL)		*	
Park College (MO)	*	*	
Patten College (CA)			*
Pennsylvania College of Optometry (PA)	*		
Pepperdine University (CA)	*		*
Pfeiffer College (NC)			*
Philadelphia College of Bible (PA)			*
PHILLIPS UNIVERSITY (OK)	*	*	*
Pikeville College (KY)		*	*
POINT LOMA NAZARENE COLLEGE (CA)	*	*	*
Point Park College (PA)	*		
Polytechnic Institute of New York (NY)			*
Post College (CT)	*		*
Presbyterian College (SC)	*	*	
Presbyterian School of Christian Education (VA)			*
Princeton Theological Seminary (NJ)	*		
Principia College (IL)	*		*
Queens College (NC)		*	
Quincy College (IL)		*	*
QUINNIPIAC COLLEGE (CT)	*	*	**
RANDOLPH-MACON COLLEGE (VA)	*	*	*
Randolph-Macon Woman's College (VA)	*		*
Reed College (OR)		*	*
Reformed Bible College (MI)			*
REGIS COLLEGE (CO)	*	*	**
Regis College (MA)	*	*	
Rensselaer Polytechnic Institute (NY)	*		*
Rhode Island School of Design (RI)			**
RICE UNIVERSITY (TX)	*	*	*
RIDER COLLEGE (NJ)	*	*	**
Rio Grande College (OH)	*		**
Ripon College (WI)		*	
Robert Morris College (PA)	*		
ROCKFORD COLLEGE (IL)	*	*	*
Rockhurst College (MO)		*	*
Rockmont College (CO)			*
Rollins College (FL)	*		
Roosevelt University (IL)	*		*
Rose-Hulman Institute of Technology (IN)			*
Rosemont College of the Holy Child Jesus (PA)	*	*	
Rust College (MS)	*		
Sacred Heart College (NC)		*	*
Sacred Heart University (CT)	*		*

Participating Institutions (continued):	82-83	83-84	84-85
SAINT ANSELM COLLEGE (NH)	*	*	*
Saint Augustine's College (NC)			*
Saint Edward's University (TX)	*		*
Saint John's University (MN)		*	
SAINT JOSEPH COLLEGE (CT)	*	*	*
Saint Joseph's College (CA)			*
Saint Joseph's College (IN)	*	*	
Saint Leo College (FL)		*	
Saint Mary College (KS)		*	*
Saint Mary's College (IN)	*		
Saint Mary's College (MI)	*		*
Saint Mary's College (MN)			*
Saint Michael's College (VT)			*
Saint Paul's College (VA)		*	*
SAINT PETER'S COLLEGE (NJ)	*	*	*
Saint Thomas Theological Seminary (CO)			*
Saint Xavier College (IL)		*	
Salem College (NC)		*	*
Salem College (WV)		*	
Salve Regina-The Newport College (RI)	*	*	
Sarah Lawrence College (NY)	*		
Scarrit College (TN)		*	
School for International Training of the Experiment in International Living (VT)			*
School of the Art Institute of Chicago, The (IL)			*
SCHOOL OF THE OZARKS, THE (MO)	*	*	*
Scripps College (CA)			*
Seabury-Western Theological Seminary (IL)			*
Seattle Pacific University (WA)	*		**
SEATTLE UNIVERSITY (WA)	*	*	*
SETON HILL COLLEGE (PA)	*	*	*
Shenandoah College & Conservatory of Music (VA)	*		
SIENA COLLEGE (NY)	*	*	*
SIENA HEIGHTS COLLEGE (MI)	*	*	*
Simpson College (CA)		*	*
SIMPSON COLLEGE (IA)	*	*	*
Sioux Falls College (SD)		*	
Skidmore College (NY)			*
Southern California College (CA)		*	*
Southern College of Seventh-Day Adventists (TN)		*	
SOUTHERN METHODIST UNIVERSITY (TX)	*	*	*
Southwest Baptist University (MO)			*
Southwestern Adventist College (TX)			*
Southwestern Assemblies of God College (TX)			*
Southwestern At Memphis (TN)		*	
SOUTHWESTERN COLLEGE (KS)	*	*	*
Southwestern University (TX)	*	*	
Spalding College (KY)		*	
Spelman University (GA)		*	*

Participating Institutions (continued):	82-83	83-84	84-85
Spring Hill College (AL)		*	*
Springfield College (MA)		*	*
St. Andrews Presbyterian College (NC)		*	
St. Bonaventure University (NY)		*	
St. Francis College (NY)		*	*
St. John Vianney College Seminary (FL)			*
St. John's University (NY)	*		
St. Martin's College (WA)		*	*
ST. MARY'S COLLEGE OF CALIFORNIA (CA)	*	*	*
St. Mary's Dominican College (LA)	*	*	
St. Mary's Seminary College (MO)			*
St. Mary's University (TX)		*	*
ST. NORBERT COLLEGE (WI)	*	*	*
St. Paul Bible College (MN)	*		
ST. VINCENT COLLEGE (PA)	*	*	*
Stephens College (MO)	*		
Stetson University (FL)			*
Stevens Institute of Technology (NJ)			*
Strayer College (DC)	*		
SUFFOLK UNIVERSITY (MA)	*	*	*
Susquehanna University (PA)	*		*
Sweet Briar College (VA)	*	*	
SYRACUSE UNIVERSITY (NY)	*	*	*
Tabor College (KS)		*	*
Talladega College (AL)			*
Taylor University (IN)		*	*
Texas Christian University (TX)		*	*
Texas College (TX)		*	
Texas Lutheran College (TX)		*	
Thiel College (PA)		*	
Thomas College (ME)	*		*
Thomas More College (KY)		*	*
Tougaloo College (MI)			*
TRANSYLVANIA UNIVERSITY (KY)	*	*	*
Trinity Christian College (IL)			*
Trinity College (CT)		*	
TRINITY COLLEGE (DC)	*	*	*
Trinity College (IL)	*	*	
TRINITY COLLEGE (VT)	*	*	*
TRINITY UNIVERSITY (TX)	*	*	*
Tri-State University (IN)		*	
Tulane University (LA)	*		*
Tuskegee Institute (AL)	*		*
Union College (KY)			*
Union Theological Seminary in Virginia (VA)			*
United Theological Seminary of the Twin Cities (MN)			*
Unity College (ME)	*		
Universidad Central de Bayamon (PR)			*
University of Dallas (TX)		*	*
UNIVERSITY OF DAYTON, THE (OH)	*	*	*
University of Denver (CO)	*		
University of Detroit (MI)	*		**

Participating Institutions (continued):	82-83	83-84	84-85
University of Dubuque (IA)		*	**
University of Hartford, The (CT)			*
University of Judaism (CA)			*
UNIVERSITY OF LAVERNE (CA)	*	*	*
University of Mary Hardin Baylor (TX)		*	
UNIVERSITY OF MIAMI (FL)	*	*	*
University of New England-Undergraduate Colleges (ME)		*	*
University of New Haven (CT)		*	
University of Pennsylvania (PA)	*		
UNIVERSITY OF PORTLAND (OR)	*	*	*
University of Richmond (VA)			*
University of Redlands (CA)			*
UNIVERSITY OF SAN DIEGO (CA)	*	*	*
University of San Francisco (CA)		*	
UNIVERSITY OF SANTA CLARA (CA)	*	*	*
UNIVERSITY OF SCRANTON (PA)	*	*	*
University of St. Thomas (TX)			*
UNIVERSITY OF THE SACRED HEART (PR)	*	*	*
University of the South, The (TN)		*	*
UNIVERSITY OF TAMPA (FL)	*	*	*
University of Tulsa (OK)		*	*
Upsala College (NJ)	*		*
Urbana University (OH)			*
URSULINE COLLEGE (OH)	*	*	*
Utica College of Syracuse University (NY)			**
Valparaiso University (IN)		*	*
Vassar College (NY)	*		*
VILLA MARIA COLLEGE (PA)	*	*	*
Virginia Union University (VA)		*	*
Virginia Wesleyan College (VA)	*		
VITERBO COLLEGE (WI)	*	*	*
Voorhees College (SC)	*		
WABASH COLLEGE (IN)	*	*	*
Wagner College (NY)		*	
WALSH COLLEGE (OH)	*	*	*
Walsh College of Accountancy & Business Administration (MI)			*
Warner Pacific College (OR)		*	
Warner Southern College (FL)		*	*
Wartburg College (IA)			*
Wartburg Theological Seminary (AI)			*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*
Washington & Lee University (VA)		*	
Washington Bible College (MD)			*
WAYNESBURG COLLEGE (PA)	*	*	*
Webb Institute (NY)			*
Wentworth Institute of Technology (MA)	*		
Wesleyan University (CT)			*
WEST VIRGINIA WESLEYAN COLLEGE (WV)	*	*	*
Western Baptist College (OR)		*	
Western Bible College (CO)			*
Western Conservative Baptist Seminary (OR)	*		*

Participating Institutions (continued):	82-83	83-84	84-85
Western Maryland College (MD)		*	*
Western New England College (MA)		*	*
WESTMAR COLLEGE (IA)	*	*	*
Westminister College of Salt Lake City (UT)		*	*
Westminister Theological Seminary (PA)			*
Wheeling College (OH)		*	
Wheeling College (WV)	*		*
WHITMAN COLLEGE (WA)	*	*	*
Whittier College (CA)		*	*
WIDENER UNIVERSITY (PA)	*	*	*
Wilkes College (PA)	*	*	
WILLIAM JEWELL COLLEGE (MO)	*	*	*
WILLIAM PENN COLLEGE (IA)	*	*	*
Williams College (MA)		*	
Wilmington College (DE)		*	
WILMINGTON COLLEGE (OH)	*	*	*
Wilson College (PA)		*	
Wingate College (NC)			*
WITTENBURG UNIVERSITY (OH)	*	*	*
Worcester Polytechnic Institute (MA)	*		*
XAVIER UNIVERSITY (OH)	*	*	*
York College of Pennsylvania (PA)		*	*
	299	353	451

TOTAL OF INSTITUTIONS WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE THREE YEARS OF THE SURVEY:: 612

GRAND TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK OVER THE THREE YEARS OF THE SURVEY:: 1,103

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120, Washington, DC 20036
(202) 462-1038 ISBN 0-910402-36-11